

HAMILTON WENHAM REGIONAL SCHOOL DISTRICT
SCHOOL COMMITTEE

Executive Session Minutes of January 21, 2016

Present: Jeanise Bertrand, Deborah Evans, Hannah Fraley, Dennis Hurley, Larry Swartz, Emily Madden

Meeting called to order at 10:05 p.m.

Agenda

TO CONDUCT STRATEGY SESSIONS IN PREPARATION FOR
NEGOTIATIONS WITH NONUNION PERSONNEL (ASSISTANT
SUPERINTENDENT FOR ADMINISTRATION AND FINANCE)

SC was informed of discussions between Larry Swartz and Deb Evans with Jeff Sands, Assistant Superintendent as follows:

Jeff rejected the proposal of the SC and countered with a proposal as follows:

- 1) Five (5) year term effective July 1, 2015
- 2) Annual Salary of \$142,500 effective July 1, 2015 (retro)
- 3) Annual Salary of \$150,000 effective July 1, 2016
- 4) Annual Salary of \$157,500 effective July 1, 2017
- 5) Annual Salary increases as determined by the Supt thereafter.
- 6) District 403B Match of \$500 per year effective back to year 1 of employment
- 7) Sick time use eligible for self and immediate family (e.g. wife, daughters, etc.)

Jeff emphasized that he believed that his desire to adjust his salary was going to be taken up last year and he was therefore concerned about the financial penalty associated with the delay. Jeff supported his proposal by noting he had to take a reduction in salary to accept his position and was aware that he would need to prove his abilities before seeking an adjustment to his compensation which he believes he has done and SC members agree.

Superintendent stated that he believed that the current and future budgets would be able to accommodate the proposed raises, especially given the recent resignation of Dr. Bowler.

SC Members debated the pros and cons of the salary proposals as they related to comparative salaries inside and outside the District, and Jeff's performance and value to the District. Ultimately, through a motion made by Deb Evans and seconded by Emily Madden which was approved unanimously, with one member absent (Stacey Metternick), whereby the SC authorized Deb Evans & Larry Swartz to propose terms to Jeff Sands that matched his counter-proposal, except for continuing the current SC FY'16 proposal at \$140,000 (a \$5,000 salary increase for FY '16). They were to report back at either a subsequent open SC meeting or at another executive session of the SC.

Motion to adjourn made by Hannah Fraley and seconded by Dennis Hurley at 10:55 p.m., which was unanimous by roll call: JB- yes. DE- yes, HF- yes, DH – yes, EM- yes, LS - yes.

Submitted by:
Lawrence D. Swartz
Chair